



2020 Navy Personal and Professional Choices Survey EXECUTIVE SUMMARY



Purpose

This survey is designed to collect data for evaluating personnel issues that affect Sailors and their families, including family planning, medical care, pregnancy and parenthood, work/life balance and retention. Similar data does not exist in current personnel databases, so the Navy-wide Personal and Professional Choices Survey (formerly named the Pregnancy and Parenthood Survey) has served as the primary source of metrics related to these topics since 1988. This survey is executed in accordance with SECNAVINST 1000.10A.

Approach

Enterprise Support's Engagement & Innovation Office administered the 2020 Personal and Professional Choices (P&PC) Survey via Max.gov between September and October 2020. The survey used a mixed-methods approach to distribution. As in the past, email invitations were sent through the Max.Gov system to a stratified random sample of active duty personnel. The sample included 35% of paygrades E1-E5 and O1-O2 and 20% of E6-E9, O3-O6, and W1-W5. Inaccurate email addresses as well as limited access to email contributes to low participation rates among junior personnel in Navy surveys. To offset this problem, the 2020 survey also leveraged MyNavy HR's social media presence to increase awareness of the survey. All DOD ID numbers for active duty servicemembers were uploaded into the Max.Gov system and used as the password to access the survey. This ensured that participation was limited to the target population.

In the survey, men and women were asked a set of core questions about retention influencers, work/life balance, parenthood, family planning, adoption and caregiver leave policies. In addition to the traditional content, the survey also included sections on sea-shore flow, diversity and inclusion, mentoring, job satisfaction, and resiliency. Survey items were automatically skipped when not applicable to a respondent based upon their previous answers.

Findings

The survey received responses from 13,044 participants (8,875 men and 4,169 women). The number of participants is comparable to the 2018 survey. Use of the mixed-methods approach to sampling negates the value of response rates, but it is possible to determine that the confidence level for the 2020 dataset is 99% with a margin of error + or – 2%. Final survey results are unweighted, and all results outlined below pertain only to the men and women who participated in the 2020 survey.

Inclusion & Diversity: In support of Task Force One Navy (TF1N) efforts to promote inclusion and diversity, a series of questions were added to the Personal and Professional Choices Survey (P&PC) about race and gender. Most indicate some level of concern about racism in the fleet. While most indicate some level of comfort in reporting incidents of racial harassment or discrimination, approximately half indicate some level of concern about retaliation for reporting it. Compared to white

males, women and minorities are significantly more likely to be concerned about retaliation for reporting racial or sexual harassment or discrimination.

- Percent who agree racism is not a problem in the Navy: 27% overall, 32% of white, 22% of Asian, and 7% of black participants; 34% of male and 12% of females participants
- Percent somewhat or extremely comfortable reporting incidents of racial harassment or discrimination: 76% overall, 79% of white, 71% of Asian and 65% of black participants; 80% of male and 66% of female participants
- Percent who are not concerned about retaliation for reporting racial harassment or discrimination: 45% overall, 50% of white, 42% of Asian, and 25% of black; 54% of men and 27% of women.
- Percent who are not concerned about retaliation for reporting sexual harassment or discrimination: 42% overall, 45% of white, 42% of Asian, and 27% of black participants; 52% of male and 20% of female participants.

Career Intentions and Retention Influencers: The negative trend in the percentage of male and female participants planning to remain in the Navy until retirement continued in 2020. Compared to 69% of the participating men in 2016, only 60% in 2020 plan to remain until retirement. In 2016, the percentage of participating women who planned to remain in the Navy until retirement was 55%; this declined to 47% in 2020. Job security, benefits, and salary were the most common influences to stay in the Navy. Work/life balance, Navy leadership, and command climate were most common influences to leave. The top influences were consistent for both men and women and for minority and white participants. Participants with children were more likely to identify family related concerns as influences to leave. A desire to focus on the family was among the top five influences to leave for both men and women with children. Half of the participating women with children identified childcare availability as an influence to leave.

CMD Support for Work/Life Balance: There is a **negative** trend on all measures relating to command support for work/life balance between the 2018 & 2020 P&PC Surveys. Between 2018 and 2020, the percentage of participants who believe Navy policy supports work/life balance for Sailors decreased from 38% to 24%. There is a noticeable decline in perceptions of command support for Sailors' personal lives. Participants in the 2020 survey are less likely to believe their command is supportive of pregnant female Sailors and of male Sailors who take leave after the birth or adoption of a child. They are also less likely to agree that having a child does not harm a woman's career in the Navy. These declines are observable in the responses of both male and female participants:

- Percent who agree CMD is supportive of pregnant female Sailors: 67% of men in 2018 vs 55% in 2020; 55% of female participants in 2018 vs 41% in 2020.
- Percent who agree CMD supports male Sailors taking parental leave: 64% of men in 2018 vs 48% in 2020; 63% of women in 2018 vs 50% in 2020.
- Percent who agree having a child doesn't harm female Sailor's career: 42% of men in 2018 vs 29% in 2020; 26% of women in 2018 vs 13% in 2020.

Women who have been through pregnancies in the Navy were asked about command support during their active duty pregnancy. Participants in 2020 were less likely to agree they continued to feel valued by their command after informing them of their pregnancy, 50% compared to 59% in 2018.

Approximately half of those who transferred as a result of their pregnancy felt valued by the receiving command, comparable to 2018.

Marriage: The percentage of unmarried men and women who reported their Navy career has negatively impacted the likelihood they will marry increased between 2018 and 2020. In 2020, 58% of unmarried women and 55% of unmarried men reported serving in the Navy has decreased the likelihood they will get married.

- Women in the Navy are less likely to be married than men (55% vs. 68%) and more likely to have never been married, 31% vs 25% of men.
- Of those who are married, women are significantly more likely to be in a dual-military relationship (either married or long-term partnership) than men (41% vs 7% respectively).
- Half of those married to another Navy service member are satisfied with their ability to co-locate; 25% have had issues with co-location.
- 57% believe their careers have negatively impacted their spouses' employment opportunities.

Family Planning: Participants in the 2020 survey are less likely than in previous years to believe their current sea/shore rotation is adequate for family planning. Compared to 43% of the 2018 participants, 36% of the 2020 participants disagree with the statement that their current sea/shore rotation is adequate for family planning. As in previous years, views on the adequacy of family planning are significantly correlated with survey participants career plans. Those who are planning to leave the Navy are much less likely to agree that sea/shore rotation is adequate for family planning. Compared to 19% of the survey participants who currently plan to leave the Navy, 45% of those planning to remain until retirement agree their sea/shore rotation is adequate for family planning.

Pregnancy: Forty-eight percent of the female participants have been pregnant since joining the Navy; 5% were still pregnant at the time of the survey. Half (54%) reported their most recent pregnancy was planned. Consistent with previous years, most female officer pregnancies (77%) and about half (48%) of female enlisted pregnancies are planned. Most (69%) were assigned to a non-deployable unit at the time of their most recent pregnancy. Of those assigned to a ship, squadron, or other deployable unit, 76% were or will be transferred as a result of the pregnancy. Similar to previous years, 10% voluntarily shortened their operational deferment. A variety of reasons were provided for shortening deferments including pressure from command, co-location with spouse or concerns about follow-on assignments, concerns about career and concerns about co-worker perceptions.

OB/GYN Care & Fertility Treatments: Similar to 2018, the biggest issue with military OB/GYN care is access. Approximately half (46%) report easy access to OB/GYN care from military providers with an additional 28% indicating easy access is limited to shore duty. Half (48%) are satisfied with the quality of care they receive from military OB/GYN providers.

Children: Half of the participants have at least one child including 56% of men and 47% of women. The percentage of men and women with children is relatively consistent for junior Officers (O1-O2) and enlisted participants through grade E6, after which time the percentage of women with children declines significantly. Half of those without children report that serving in the Navy has decreased the likelihood they will have or adopt children in the future. Overall, 14% of participants are single parents including 8% of men and 28% of women. Women are significantly more likely to be single parents with sole custody, 19% of women vs 2% of men. One fourth (25%) of men and one third (36%) of women

report considering adoption at some point with only 2% of men and 1% of women reporting they've successfully completed an adoption.

Childcare: Childcare emerged as a significant issue for many participants, particularly women, in the 2020 survey. While one fourth of the participants with children require no outside childcare, 74% of women and 46% of men require full-time daycare. One third of the participants with children require before and/or after school care including 38% of women and 28% of men. Among those with children, 39% of women and 15% of men are using Navy provided childcare; approximately a third are dissatisfied with the quality of care provided. Most (89%) identified lack of availability and long wait lists as a concern with on-base childcare options. Analysis of the 618 comments addressing on-base childcare highlighted concerns about the quality of care, cost, hours available, the wait list, and distance from housing. A majority (63%) rely on the other biological parent to care for their child while deployed (67% of men and 49% of women). Women are significantly more likely than men to report that a non-parent relative cares for their children (27% vs. 2%), consistent with previous years.

Caregiver Leave: Almost all (83%) of the survey participants agree that caregiver leave is an important benefit for Navy personnel. Most would be comfortable taking the full amount of caregiver leave available to them after the birth/adoption of a child including 72% of women and 68% of men. As in previous years, parental leave satisfaction rates vary between men and women. Of the participating women with children, 57% were satisfied with the amount of leave they were able to take after the birth of their child compared to 34% of men. Comments relating to leave emphasized career implications for women taking the full amount of leave and the need for additional leave for men.

Sea/Shore Flow: The survey also included a section on sea/shore flow and incentives for extending sea duty assignments. Most survey participants agree with incentives for Sailors on sea duty like higher pay and/or higher priority for shore duty assignments. Results further indicate that choice of follow-on assignment is a persuasive incentive for extending sea/operational shore duty assignments. A majority of participants currently serving at sea or operational shore duty would be somewhat or very likely to extend their current assignment if given the choice of follow-on assignments.